FD-728a
Revised
01-04-2011

FEDERAL BUREAU OF INVESTIGATION
Performance Appraisal System — Special Agent and Support Personnel
Performance Appraisal Report - Cover Page

EMPLOYEE AND RATING INFORMATION

1. Payroll Name of Employee:
Scott R. Curtis

2. [redacted]

3. Position Title, Grade and Position Number:
[redacted]

4. Office of Assignment and Cost Code:
New York 3540

5. Type of Appraisal:
A ☑ Rating of Record Date: 9/30/2011
N ☐ Interim Date: _____

6. Summary Rating:
☐ Unacceptable
☐ Minimally Successful
☐ Successful
☐ Excellent
☑ Outstanding

SIGNATURES

7. [redacted]
Signature of Rating Official
Seamus McElearney
Name (Typed or Printed)
10/7/11
Date

8. [redacted]
Signature of Reviewing Official
Belle Chen
Name (Typed or Printed)
10/10/2011
Date

I am aware that a rating of Unacceptable will preclude me from consideration for promotion, transfer, and/or a within-grade increase and may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

9. [redacted]
Signature of Employee
10/12/11
Date

BPMS / ERU

10. Field/FBIHQ Division Use — Entered into BPMS	**ERU USE ONLY:**
By: _____ (Initials)	**Logged:** _____
On: _____ (Date)	**Reviewed:** _____
Date of Plan: _____	**Entered:** _____
Plan Renewal Date: _____	**Verified:** _____

FD-728b
Revised
01-04-2011

FEDERAL BUREAU OF INVESTIGATION
Performance Appraisal System — Special Agent and Support Personnel
Performance Appraisal Report - Evaluation Page

EMPLOYEE INFORMATION

1. Payroll Name of Employee:
Scott R. Curtis

2 [redacted]

EVALUATION

Critical Element	Rating Level: Unacceptable	Minimally Successful (2)	Successful (3)	Excellent (4)	Outstanding (5)	Numeric Value
1. Investigating, Decision Making, and Analyzing	☐	☐	☐	☐	☑	5
2. Organizing, Planning, and Coordinating	☐	☐	☐	☐	☑	5
3. Relating with Others and Providing Professional Service	☐	☐	☐	☑	☐	4
4. Acquiring, Applying, and Sharing Job Knowledge	☐	☐	☐	☐	☑	5
5. Maintaining High Professional Standards	☐	☐	☐	☐	☑	5
6. Communicating Orally and in Writing	☐	☐	☐	☐	☑	5
7. Achieving Results	☐	☐	☐	☐	☑	5
8. Intelligence	☐	☐	☐	☐	☑	5

Sum of Numeric Values: 39 [3]

÷

Number of Critical Elements: 8 [4]

= 4.88 [5]

FD-728c
Revised
01-04-2011

FEDERAL BUREAU OF INVESTIGATION
Performance Appraisal System — Special Agent and Support Personnel
Performance Appraisal Report - Overall Summary Rating Narrative Page

EMPLOYEE INFORMATION

1. Payroll Name of Employee:	2 [redacted]
Scott R. Curtis	

OVERALL SUMMARY RATING NARRATIVE

Special Agent (SA) Curtis demonstrated an exceptional performance across the majority of critical elements throughout the rating period. As a result of this strong performance, he received an overall Summary Rating of Outstanding.

SA Curtis is the case Agent for a highly complex RICO investigation (281A-NY-290761) which primarily focuses on dismantling the Colombo hierarchy. SA Curtis spearheaded various facets of this investigation.

During the review period, SA Curtis oversaw the operational phase of two proactive Cooperating Witnesses (CWs). In total, the proactive CWs produced more than 400 consensual recordings against Members and Associates of numerous Organized Crime Families. In addition, both CWs utilized consensual T3s. The operational phase of the proactive CWs concluded in January 2011 with a historic national coordinated LCN takedown. This investigation was responsible for 48 indictments/arrests which targeted the Colombo hierarchy. In all, the entire Colombo Administration (Boss, UnderBoss, Consigliere) as well 5 Captains and 7 Soldiers were arrested.

Due to SA Curtis' strong institutional knowledge, SA Curtis reviewed countless consensual recordings, prepared debriefing FD-1023s, and briefed the AUSA's in preparation of the prosecution memo. SA Curtis was the central repository for the proactive and historical CWs information utilized in the indictment. In preparation of the indictments, SA Curtis testified extensively in the Grand Jury. Since the arrest, SA Curtis has testified at numerous bail hearings in which high ranking Members have been remanded based on SA Curtis' testimony. To date, 37 out of the 48 defendants have pled guilty and money judgments have been awarded in excess of $5 million dollars. In addition, SA Curtis cultivated two Colombo Captains to cooperate. One of the Captains continues to be operated proactively to further dismantle the Colombo's.

Earlier this year, SA Curtis assisted the Laborers' International Union of North America (LIUNA) in filing a complaint against Local 6A which has been controlled by the Colombo Family for more than 30 years. In March 2011, SA Curtis testified for LIUNA which ultimately lead to Local 6A being placed into a trusteeship. In essence, removing the Colombo element.

SA Curtis continues to prepare for trial against Colombo Members Tommy Gioeli and Dino Saracino which is scheduled for 02/2012. Gioeli and Saracino are charged with multiple murders to include the 1997 murder of NYPD Officer Ralph Dols. Earlier this year, the Attorney General waived the death penalty against Gioeli and Saracino. The AG ordered the government to seek death against Colombo Member Joel Cacace. Cacace's trial is scheduled for 09/2012. For trial, SA Curtis has coordinated with the EDNY AUSA's on strategy and the producing of voluminous discovery to include CW's 3500 material.

As noted above, SA Curtis developed a Colombo Captain after the historic takedown. This Captain's information was utilized in 281A-NY-291369 in which 3 targets were charged with murders. Again, SA Curtis testified in the Grand Jury as well as subsequent bail hearings.

In addition to being the case Agent, SA Curtis serves as a mentor for Agents with less time providing them with the benefit of his vast experience. SA Curtis has provided guidance to the newer Agents on directing the CW to gather evidence, ensuring the CW's safety, reviewing debriefing FD-1023's, and compliance with Elsur. SA Curtis always makes himself available to discuss security issues and day-to-day problems families face either it be in the Witness Security Program or a family that has relocated on its own.

SA Curtis acted as a liaison with the Assistant United States Attorney (AUSA) in the Eastern District of New York (EDNY) in preparation of search warrants and RICO indictments. SA Curtis has established effective relationships with numerous outside agencies to include: Bureau of Prisons, US Marshals' Service, United States Attorney's Office (USAO) - Eastern District of New York (EDNY), and Federal Probation Department.

SA Curtis is a team player and has embraced the team concept which has been fostered on the squad. When tasked with an assignment, SA Curtis prioritizes and diligently ensures the assignment is performed in a conscientious and timely manner. SA Curtis is a relentless investigator who is one of the most valuable members of squad C-38. Lastly, SA Curtis has emerged as one of the leaders of the squad.

SA Curtis is C-38's primary relief supervisor. SA Curtis has demonstrated a comprehensive understanding of guidelines and policies. When requested to cover the desk in the SSA's absence, SA Curtis graciously offers to provide assistance.

As noted by the above-mentioned examples, SA Curtis is well deserving of an Overall Summary Rating of Outstanding.